



Migrant Workforce Solutions

Health and Allied Health

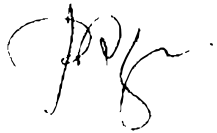
Introduction

Australia prides itself as having one of the best healthcare and social welfare systems in the world. There is a significant need for more healthcare and allied health workers to support both our ageing population and the healthcare facilities servicing our communities.

The shortage in Australia's labour market is a result of both the competition in the local talent pool and the scarcity of highly skilled staff.

The increasing challenges faced by companies today is the sourcing and retaining of suitably qualified and experienced professionals. Migrant workers must now be considered as part of the recruitment toolkit to channel new talent into their business.

And this is where we can help.



Paul Dizon
BA LLB MBA GCMLP
Managing Director
Dizon & Associates

There is a significant shortage in the local workforce pool when it comes to skilled therapeutic and allied health professionals in Australia.

This gap is felt across the country, but especially in rural and remote areas where attracting and retaining qualified staff is an ongoing challenge.

The shortage is driven by factors like an ageing population, increased demand for services, and the lengthy training required for these specialised roles.

International recruitment is one of the best ways to help bridge these gaps.

By focusing on international recruitment, I collaborate with organisations to access a broader pool of talent, reduce pressure on existing staff, and ensure communities everywhere can access the therapeutic and allied health services they need.

My goal is to help build sustainable, specialist workforces that support long-term stability and better health outcomes for all Australians.

I am here to help



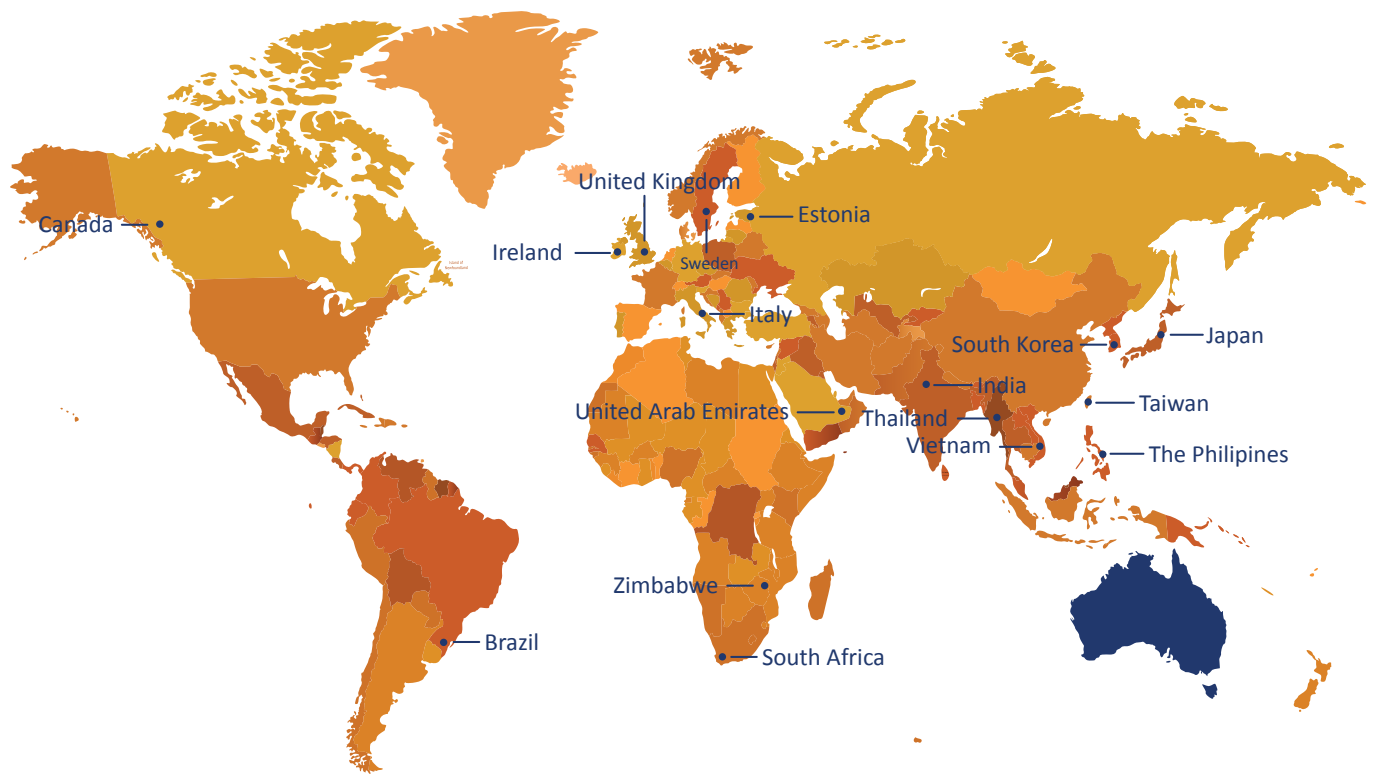
Natalie McLean
International Recruitment Manager
Healthcare & Allied Health
Dizon & Associates





Migrant Workers Are Part of the Solution

Delivering the Best Skills From Around the World



With over **25 years of migration and recruitment expertise** our team can service a solution for your staffing needs. Our global partners are established in-country recruiters who shortlist the best candidates for the Australian workplace and culture.

We not only present people that are highly qualified, experienced and suitable for the role - we also ensure that they satisfy immigration requirements.

Our Global Reach Extends to:

- South Africa
- Zimbabwe
- Taiwan
- The Philippines
- South Korea
- Vietnam
- Brazil
- United Kingdom
- Ireland
- United Arab Emirates
- Canada
- India
- Thailand
- Japan
- Italy
- Sweden
- Estonia



International Candidates Are Pre-Assessed for Position Suitability and Visa Eligibility.

Health and Allied Health:

- Registered and Enrolled Nurse
- Occupational Therapist
- Speech Pathologist
- Physiotherapist
- Disability Care Worker
- Social Worker
- Psychologist
- Community Support Worker
- Aged Care Worker

An End-to-End Migration and Recruitment Service



Our service involves a fully integrated migration and international recruitment service. We discuss the workforce needs of your business then determine strategic solutions that are efficient, cost-effective and reliable.

1. Initial consultation

The initial consultation helps us understand your staffing and project requirements. We ascertain the vacancy numbers, skills gaps, recruitment timeframes and visa programs. We develop a roadmap to demonstrate how your business can mobilise and retain a migrant workforce.

2. Sourcing and suitability evaluation

We advertise your roles through our exclusive network of international recruitment partners. Our partners are specialist recruiters licensed in their home country and experienced in sourcing workers for overseas employment. We work together to determine suitability and eligibility of applicants for Australia.

3. Shortlisting process

Our internal recruitment team conducts the shortlisting process. Candidates are interviewed and verified for their qualifications, work history, communication skills and future intentions. You may request additional selection procedures or tests to be included as part of this process (eg company-specific psychometrics, skills demonstration video, behavioural questions, etc).

4. Employer introduction and interview

We provide a "profile report" for each shortlisted candidate. Employers select appropriate candidates which we then introduce for an official job interview. The employer provides feedback on the outcome and we inform the candidate accordingly.



We Manage Your Roadmap to Successfully Mobilise and Retain a Migrant Workforce

5. Final selection and Job Offer

Employers advise the final selection of candidates for a job offer. This can be conditional upon completion or attainment of any mandatory immigration requirements, industry tickets, or regulatory licenses. The terms of employment are thoroughly explained to successful candidates before agreements are signed.

6. Visa and Mobilisation

Our migration team conducts a comprehensive discussion with both the employer and candidate to clarify the visa application procedures and future migration pathways. This transparency provides mutual understanding and sets the expectations of both parties.

7. Settlement and Onshore Support

Our Cultural Liaison Team assists migrant workers by providing arrival information, setting up banking and other accounts, local services and connecting them with the community. We commit to deliver ongoing support to both the business and migrant workers even after employment has commenced.

Sponsoring Migrant Workers

Companies are required to sponsor migrant workers for ongoing employment.

You may choose to nominate a temporary or permanent worker. We simplify the visa sponsorship process to clearly explain your costs and obligations as an employer.

We also assist in managing the visa options of both parties should employment cease.



**Sponsorship Is a Commitment
Between the Employer and the
Migrant Worker**

Case Study One

An NDIS provider was seeking occupational therapists and speech pathologists. They had several offices across metropolitan and regional areas.

International healthcare professionals require AHPRA registration and the client agreed to offer candidates supervised placement to meet registration requirements. Further, speech pathologists are also required to be registered with Speech Pathology Australia which we were able to assist with.

Solution

We presented fully qualified allied healthcare candidates from the UK, Ireland, Canada and Sweden. We presented a placement model where each international worker rotated across their metropolitan and regional sites every 6 months.

Outcome

The client selected 8 occupational therapists and 6 speech pathologists. Each candidate began a therapy aides while undertaking AHPRA required supervised placement. Both the client and allied health workers were extremely satisfied with the 6 month rotation model because it allowed staff to be distributed across their patient network and candidates were able to experience the diversity of work and life in different areas of Australia.

After the first 12 months, the client sponsored 10 of these allied healthcare workers.

Case Study Two

An aged care provider in regional Queensland was in need of 4 aged carers and 3 personal care assistants for their facilities in Townsville and Cairns. They requested staff that could commit to at least 2 years of continued employment. We therefore applied to the Regional Development Australia (RDA) office to seek approval of a DAMA Labour Agreement for these vacant roles.

Solution

We sourced and screened both onshore and offshore aged care workers from the Philippines, Nepal and South Africa.

Onshore candidates had already completed their Certificate III & IV qualifications in Australia with at least 2 years work experience in aged care facilities. Offshore candidates came from aged care and healthcare backgrounds.

To assist offshore candidates transition into the Australia aged care workplace, we offered an initial one-year placement program in conjunction with a regional training organisation.

Outcome

The RDA office approved the client's aged care job vacancies within 7 days. The client was able to sponsor the candidates on either a temporary work visas and regional sponsored work visas for at least 2 years.

Most of the international workers settled into the regional community and obtained permanent residency within 3-4 years.

Australia Values Statement

Dizon & Associates commits to promote the Australian Values Statement:

Australian society values respect for the freedom and dignity of the individual, freedom of religion, commitment to the rule of law, Parliamentary democracy, equality of men and women and a spirit of egalitarianism that embraces mutual respect, tolerance, fair play and compassion for those in need and pursuit of the public good.

Diversity and Inclusion

At Dizon & Associates, we believe that success and growth lies in the richness of diversity. We value people from all walks of life regardless of age, gender, sexuality, religion, mental health or physical impairment. Inclusion forms the foundation of our community and we commit to the safety, respect and mutual understanding of those who are part of it.

Acknowledgement of Country

Dizon & Associates acknowledges that we facilitate the migration of foreign persons onto the lands of many traditional custodians in Australia. We recognise their ongoing connection to the land and value their unique contribution to our business and wider Australian society. We pay our respect to Indigenous Elders, past, present and emerging.



**Philippine
Overseas
Employment
Administration**



Keep in Touch with Us

info@dizonassociates.com.au
www.dizonassociates.com.au

